**NOAA's Measurement Pyramid Apply Measurement Model** • ID Frame of Reference • Determine requirement drivers **Responsible Lead** • ID desired outcomes/objectives • Understand existing processes & Goal capabilities • Develop strategy(ies) to achieve **Goal Team Leads** outcomes, objectives Outcome • Develop performance measure(s) Monitor, collect and report data Performance Evaluate effectiveness and efficiency Adjust strategy and activities as needed Measures\* Confirm outcomes and requirements haven't changed Program(s) **Program Managers Apply Measurement Model Goal-Wide Program Managers** Program Performance Measures\* **Program Component(s) Program Component Apply Measurement** Model **Managers** Program Component Performance Measures\* **Activity(ies) Apply Activity Leads Measurement** Model Activity Performance Measures\*

<sup>\*</sup>All measures should include an indicator, unit of measurement, target, and baseline.

## **NOAA Performance Measurement Model**

Where is the program\* on the Pyramid?

Why does it exist?

What will the program\* achieve? How much will it cost to meet 100%?

What is being done now? How much is spent?

What are the alternatives? (Gap Analysis)

What measures will describe progress in filling the gap?

What data is needed to measure? Who is the audience?

Are the objectives being achieved?

Are the measure the right ones? What needs to be changed?

Have changes occurred?

1. Identify Frame of Reference

2. Determine Requirement Drivers

3. Identify Desired Outcomes/Objectives

4. Understand Existing Processes and Capabilities

5. Develop strategies to achieve outcome(s), Objectives

6. Develop Performance Measure(s)

7. Monitor, collect, and report data

8. Evaluate effectiveness and efficiency

9. Adjust strategy(ies) and activity(ies) as needed

10. Confirm outcomes and requirements have not changed

\*The term "Program" is for example purposes. May replace with Goal, Program Component or Activity.